

DD / S R E G I S T R Y

FILE

Training 6

5 May 1972

NOTE FOR: Mr. Coffey

VIA : Messrs. Wattles,

SUBJECT : Midcareer Course

STATINT

1. This note is in response to your questions about the Midcareer Course.
2. At the present time Support Directorate personnel are selected for attendance at the Midcareer Course through the following procedure:
 - (a) Career Services are asked by the STO/DDS to nominate candidates approximately one month before the Mid-career Course begins. Guidelines for selection given to Support Component Training Officers are: age 30-40; grade range 12-13.
 - (b) Upon receipt of Component nominations, the STO/DDS reviews biographic data on each nominee to determine how closely candidates meet the guidelines established. Efforts are made to have representation from as many Support Directorate Career Services as possible. Ideally, it would be nice to have one from each career service. We do not always receive nominations from each career service. The Support Directorate quota is eight per running.
 - (c) After reviewing the bio data and distributing the Directorate quota fairly to each office, using the total population of the GS-12's and 13's in the offices as a basis for this distribution, special cases (i.e. age limit over 40 or a candidate the CMO/DDS or STO/DDS feels is not midcareer calibre) are brought to the attention of ADDS for a final decision.

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(d) STO/DDS then forwards a memo to OTR nominating Support Directorate candidates.

STATINTL 2. Our present criteria is the outgrowth of one of the Support Directorate Problem Solving Seminars where it was suggested that a closer look at the Midcareer Program was in order. As a follow on to the Problem Solving Seminar, [] convened a meeting with the CMO's of the Support components. The CMO's comments were similar to those received from the Problem Solving Seminar group. That is, the age spread (35-45) of the then existing regulation [] was not appropriate and the requirement for five year career plans was unnecessary. The consensus was that the Midcareer Course was the only part of [] considered valid.

3. After many attempts to rewrite the regulation, [] was rescinded on 2 August 1971, and the Midcareer Executive Development Course title changed to Midcareer Course. No age and grade requirements were officially established.

4. In February and March 1971 [] convened Component Training Officers to inform them that the Directorate quota of eight per Midcareer Course would be distributed on the basis of the number of GS-12's and 13's within their career services. At the same time he informed the Training Officers of the age (30-40) and grade (GS-12-13) criteria for Support Directorate Midcareerists. This is the basis for our present guidelines.

5. Based on our meeting of 3 May, we will begin immediately using length of Agency service as an additional guideline.

